



# ST. ALEXIUS MNA NURSES

## RAISING STANDARDS TOGETHER

### BARGAINING SUMMARY



September 18, 2019

#### Making Progress on Some Issues....But What About Safety?

This week, your elected Negotiating Team continued to bargain with representatives from the employer. After two days, progress was made on some proposals and we were glad to reach four more “tentative agreements” (listed below). However, we did not feel that management’s responses on important issues like workplace violence prevention, staffing (unit closure language), and inclement weather addressed the core concerns that nurses are bringing to the table. For example, in the case of inclement weather, the employer’s counterproposal simply copy-pasted a reference to existing policies. We’ve included a comparison of the differences in our approaches to tackling workplace violence prevention.

After further discussion, we reached tentative agreements with management on the issues below - these would go into effect once voted on by members:

- Increase to double-time pay for nurses on ambulance coverage.
- Guaranteed union bulletin boards in breakrooms, so nurses can stay updated and informed.
- Protected work understandings, which prevent management from changing a nurse’s FTE status, shift, wage, on-call expectations, weekend/holiday frequency, job classification, and/or department without being first presented to the nurse.
- Introductory (probationary) periods will last only 90 days unless otherwise extended.

We feel these agreements are a win for the nurses of St. Alexius, but in order to make progress on critical issues, we need your support. If you haven’t filled out a story card, please talk to a Negotiating Team member, Steward, or Communication Action Team member. Join us next week at the Bismarck Labor Hall (1323 E Front Ave) for All Nurse Meetings at the following times:

Tuesday,  
September 24:  
1 p.m. - 2:30 p.m.  
5 p.m. - 6:30 p.m.  
8 p.m. - 9:30 p.m.

Wednesday,  
September 25:  
8 a.m. - 9:30 a.m.



In union solidarity,  
Your MNA St. Alexius  
Negotiations Team

#### Workplace Violence Prevention

##### Nurses’ Proposal

- Nurses who have experienced a violent event at work will be allowed to leave and granted a paid leave for any shifts scheduled within 72 hours.
- Nurses will not be required to take the same patient assignment if they have been assaulted by a patient or family member.
- Signage will be posted in hospital indicating that violence is not permitted.
- Trained response team(s) will respond to all emergency situations.
- The union Labor Management Committee will be alerted of and review all events for patterns and potential solutions.
- The hospital will offer EAP and a thorough debrief process to all affected nurses.
- The electronic medical record will have a pop-up or alert to notify nurses and security of patients or family with a history of violence.
- On OB units, a notification of potential unknown fathers visiting (social screen) to heighten security.
- A nurse who takes a 1:1 of patients in restraints or seclusion will be taken out of the count.

##### Employer’s Proposal

- The hospital and employees will be required to follow laws related to safety which will be posted on the intranet.
- If an employee feels unsafe, they will be required to report it to their supervisor.
- Nurses are allowed to file a grievance if reasonable protection is not provided.
- 2 nurses will be allowed to sit on the existing Workplace Violence Prevention Committee.